The A. F. of L. Weekly News Service gives news accounts and editorial interpretations of matters affecting labor occurring in the industrial, legislative, and judicial fields, and contains other information of benefit to the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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WE PLEDGE 1 BILLION DOLLARS IN WAR SAVINGS BONDS FOR VICTORY

WHOLE NO. 1647 | WILLIAM GREEN, President | WASHINGTON, D. C., TUESDAY, NOVEMBER 3, 1942 | GEORGE MEANY, Secretary-Treasurer | VOL. 32, NO. 44

FACING *the* FACTS

With PHILIP PEARL

Women are not going to be innocent bystanders in this war. They're going to work. And we don't mean rolling bandages for the Red Cross, or knitting sweaters, or giving bridge teas for war relief. We mean hard, substantial work in machine shops, in munitions factories and in aircraft plants.

As more and more men are called from the labor force for military service, their places are being filled by women—women trained to handle tools and do precision work. For the duration, the outmoded adage about woman's place being in the home will be forgotten. Her place will be on the assembly line.

In England, in Russia and in Canada women are already serving as production soldiers in greater numbers than men. And they're doing a swell job. They're working long hours and they're producing top-notch goods.

It has long been the fashion—for men—to look down upon women as helpless creatures who have to be sheltered and protected. Some women have contributed to this delusion by posing as clinging vines. But the general notion that women are too delicate to work hard and hold up their end has not only been disproved in foreign lands but right here in our own country.

The Victory Spirit

Many thousands of American women already are employed in aircraft plants and munitions factories. We've asked union leaders about them. And the almost unanimous response is that they're doing a better job than the men they've replaced.

When it comes to precision work and jobs requiring manual dexterity, the gals have got it all over the men. They are much handier and much more efficient at that kind of work. They are also proving themselves expert at riveting and welding—believe it or not. In aircraft plants women now constitute more than 10 per cent of the employes doing manual labor and the men are having a tough time keeping up with their production pace.

Of course, in England more than 60 per cent of aircraft employes are women—and it may come to that here too. During our recent stay in Canada, we learned that some 70 per cent of workers employed in manufacturing machine guns are women and management is delighted with their production achievements.

It isn't skill and dexterity alone that's responsible for the fine record women are making in war industries. We can't believe that because they've had less training and experience. It's their spirit that counts. Practically every one of them has a son, a brother, a husband or a sweetheart in the fighting forces and they know that they can help their loved ones win by turning out the materials of war which are essential to victory.

Our Hats Are Off

Because of that spirit, we feel confident that the women of America will take kindly to the registration for work which is coming soon. Naturally, a great many women with children cannot be spared from the home. But hundreds of thousands of them who have the urge and the opportunity to help their country will be overjoyed at the opportunity to take jobs in war industries.

We mustn't forget that because so many men who helped support their families are now in the Army and Navy these families are having a much tougher time getting along now. The high cost of living has hurt them most. Women in these families who are not tied down by small children or other home responsibilities are going to be glad of the chance of earning extra dollars and helping the victory effort at the same time.

And make no mistake about it—organized labor will see to it that the principle of equal pay for equal work will be upheld throughout war industries. That means no chiseling employer will be able to get away with paying women less than the men whose jobs they are taking over.

And it is a tribute to the intelligence and good sense of the women now working in war industries that they appreciate the efforts of the trade union movement in their behalf. They make the best union members, as many AFL unions can attest. They realize that without union protection they would be exploited, so they join up promptly and back up the organization loyally.

So let's take our hats off to America's women—not because of silly, conventional decorum but in tribute to their courageous spirit and real ability—and, God bless them, they're just as attractive in overalls as in evening gowns.

"Labor For Victory"

Washington, D. C.—Assistant Secretary of the Navy Ralph A. Bard will deliver an important message to American workers on the "Labor For Victory" program to be broadcast at 1:15 P.M., E.W.T., over the NBC network on Nov. 8.

The high Navy official is expected to talk about the contributions made by American Federation of Labor workers to the success of the war effort. President William Green will respond to Mr. Bard with a pledge of continued cooperation between labor and the Navy. Be sure to listen in!

The next "Labor For Victory" program under AFL auspices, on Nov. 22, will offer a special treat to all AFL members. It will be a Christmas broadcast, with emphasis on the Union Label. Secretary-Treasurer I. M. Ornburn, of the Union Label Trades Department, will be the featured speaker.

Aid To An Oppressed People

(Note to Editors: The AFL convention at Toronto directed that the widest possible publicity be given to its declaration on "Hope And Aid To An Oppressed and Persecuted People." In conformity with the convention's decision, we are publishing the text of this inspiring statement herewith:)

Your committee again directs attention to a state of terrorism and of barbarism practiced by Hitler and his co-conspirators never heretofore equaled in history, and in so doing affirm the solemn implication of this war for the Four Freedoms.

The American Federation of Labor has ever been the friend and champion of the oppressed and persecuted and has always been the stalwart guard of the rights of minorities whether of nations or of peoples. We would therefore again pledge our whole support to the issues of freedom for every nation oppressed and persecuted by the despicable and hateful Nazi-conqueror. We again pledge our fraternal and moral support to the claims of every oppressed national minority within every land, and the claims of any persecuted racial minorities now suffering under the yoke of the tyrant.

Traditionally the American Federation of Labor has affirmed its sympathy with one of the most unjustly and tragically persecuted of all minorities—the Jewish people. At present this unfortunate group of the human brotherhood is enduring not only the usual barbarous and detestable excesses of the Nazi towards conquered people—it is being subjected to a program of systematic extermination which puts all its past sufferings into the shade. We again reiterate and emphasize our profound sympathy with the Jewish people. We assure them of our warm support in their just claims to that moral and practical recognition which is due to any historic ethnic and cultural group.

We deplore the incredible brutality which activates the behavior of their Nazi oppressors. We declare our complete sympathy with the national aspirations of the Jewish people towards collective security at the end of the present war. Since a start towards such security was made in the establishment of the National Homeland in Palestine for the Jewish people, we reaffirm our belief that the United Nations owe to them the continuance and the maintenance of this Homeland as a relief from their dreadful and inhuman persecutions, as a guarantee of their cultural unity and continuity, as an instrument for their legal and international standing in the court of nations, and as a restitution for their national dignity, honor, and creative energies.

In the post-war period of world reorganization that lies ahead, when the United Nations come to the problems of restoring the integrity of nations and groups now suffering under the lash of vile tyranny, we urge that they remember also the claims and sufferings of the Jewish people, and take steps to guarantee freedom and equality to them in their adopted countries, as well as their independence under the Balfour Declaration on the soil of Palestine.

We extend fraternal greetings to the Histadruth which ceaselessly toils to build a cooperative labor commonwealth through large-scale Jewish immigration into Palestine and fosters mutual understanding with neighbors in Palestine and the surrounding countries. It looks with pride upon this pillar of democratic strength in the Middle East and believes every effort should be made to assure an early reconstruction of Jewish Nationhood in Palestine and with the maximum of international aid.

F.D.R. Shelves Job Freezing Law; Women To Register For War Work; War Output Quadrupled---Nelson

Planes, Ships And Ordnance Move Up In September, Nelson Reports

Washington, D. C. — America has quadrupled war production since Pearl Harbor, War Production Board Chairman Donald Nelson announced.

In his monthly report for September, Mr. Nelson gave a highly encouraging picture of production gains, with these highlights:

1—Airplane production — 10 per cent increase in September over August.

2—Warship construction—up 23 per cent.

3—Ordnance production — up 7 per cent.

4—Merchant ship construction—up 10 per cent.

As a result of these gains, the United States is "now producing war goods on a scale which approaches four times the rate at the time of Pearl Harbor," Mr. Nelson declared.

His report, which constitutes the best testimonial possible to the service rendered the nation by labor and industry, summarized the month's accomplishments in the four major categories as follows:

"Airplanes: During September four-engined bombers rolled off the assembly lines very nearly on schedule. Acceptances of all heavy tactical types increased substantially.

"The result of a marked increase in the output of heavy aircraft and a decrease in light planes was a small overall increase measured numerically; but measured by total value which takes into account the difference between large and small planes, the volume of output in September was up 10 per cent, compared with an increase of 5 per cent in August.

"Ordnance: Tank production in September was up 3 per cent, and the production of tank guns was ahead of schedule. September was a good month for anti-aircraft gun output.

"Production of ammunition for the various types of guns was spotty, excellent records being made in some areas, and disappointing results were reported in others. Over-all ordnance output rose 7 per cent in the month.

"Navy and Army vessels: During the month 12 major combat vessels were launched. Deliveries of major combat vessels were greater than forecast, but deliveries of other types of naval vessels did not measure up to expectations.

"Measured in terms of actual additional construction in shipyards, the gain in September for Army and Navy vessels, including transports, was 23 per cent over August.

"Merchant vessels: Construction of merchant vessels in September increased 10 per cent over August measured by the value of new construction in shipyards. But measured by the tonnage of vessels delivered, it rose 34 per cent in the month, and was 12 per cent ahead of the first-of-the-month forecasts.

"Ninety-two new merchant vessels were placed in actual service — 21 more than in the previous top month of July. Deadweight tonnage of these vessels was 1,009,000, compared with 753,000 deadweight tons in August. Thus production in a single month closely approached the total output of American merchant shipyards last year."

Three Million More Women Needed By Industry In Next Year

Washington, D. C.—Registration of women throughout the nation to determine the available supply of womanpower for jobs in industry to replace men drafted for military service will be undertaken in the near future by the Government.

Secretary of Labor Frances Perkins estimated that at least 3,000,000 women must be recruited into the nation's labor force in the next 12 months to prevent labor shortages.

Registration of women was suggested by President Roosevelt at a White House press conference as a means of determining skills and availability for employment. Until such a poll is undertaken, the Government can get no really accurate information on the possible extent of replacements.

The national labor force now engaged in non-agricultural jobs reached an all-time high of 38,303,000 employes by Sept. 15, the Bureau of Labor Statistics announced. Miss Perkins predicted that 4,500,000 new workers would be needed by the end of 1943 in war industries, of whom two-thirds would have to be women.

She estimated that 13,000,000 women are now employed in industry and that many millions more who are not now employed are able and willing to take jobs, thereby releasing men for fighting duty.

Green Convinces President Compulsion Is Premature At This Time

Washington, D. C.—President Roosevelt shelved proposals for immediate job freezing legislation after the leaders of organized labor convinced him such a step is still premature.

William Green, President of the American Federation of Labor, announced after conferring with the President at the White House that the AFL and CIO had promised the President to make a survey of available manpower and womanpower immediately.

In the meantime, Mr. Green said as spokesman for the Combined Labor War Board, plans for job drafting and job freezing will be held in abeyance.

"We told the President that compulsion and regimentation should be avoided until we have exhausted our present labor supply," Mr. Green said. "We must proceed to recruit workers for war industry on a democratic basis and use the available supply of labor more intelligently and more effectively. We told the President, however, that if the time comes when job freezing is clearly needed for the success of the war effort, labor will support such a program."

Mr. Green emphasized that no one yet knows how many women can be counted upon to take jobs to replace men drafted into the armed services.

On the following day, Mr. Green went a step further in testifying before a subcommittee of the Senate Education and Labor Committee by advocating immediate registration of all women between the ages of 18 and 55 to determine their work experience, training and availability for industrial employment.

Mr. Green urged that additional funds be supplied to the United States Employment Service to carry on this registration and to expedite the tabulation of the work questionnaires made out some time ago by men from the ages of 20 to 65 who were registered under Selective Service. Lack of funds has delayed this tabulation, he revealed.

"With this information," Mr. Green continued, "the Manpower Administrator would be in a position to mobilize voluntary cooperation and direct workers to where they are most needed. Knowledge of war industry needs would provide the basis of deferment."

There are still 1,700,000 unemployed who can be drawn into war industry, Mr. Green emphasized. Also, he said, there are more than 45 million persons over 14 who are not yet in the labor force. Of these 8,300,000 are males and 36,800,000 are women.

Job freezing should not be resorted to until these surpluses are absorbed, Mr. Green insisted. He added:

"We know full well what employment control will mean in terms of human freedom and shall expect the right of representation in making these decisions which formerly were our exclusive prerogatives.

"To grant more authority before there is need, experience and machinery for utilizing it will but add to existing confusion and discontent. To tie workers to their jobs, denying them the right of self-betterment while employers can make private profits out of this situation, is revolting to free men. There is much to be organized and put in order so that first we can achieve full voluntary co-operation."

Meanwhile, the labor-management policy board of the War Manpower Commission submitted a report to the President in which both labor and industry representatives united in opposing job freezing now.

AFL LEADER COMMISSIONED NAVAL RESERVE LIEUTENANT

Kenneth I. Taylor, secretary-treasurer of the Massachusetts State Federation of Labor, has been commissioned a lieutenant in the United States Naval Reserve. He is now on active duty, assigned to the Incentive Division of the Office of the Under Secretary of the Navy, in Washington, D. C. Rear Admiral C. H. Woodward, U.S.N., (Ret'd), is chief of the Incentive Division.

Lieutenant Taylor is well known in labor and industrial circles. He was prominent in labor-management relations activities in New England, particularly in Massachusetts, where he was spokesman for the American Federation of Labor. He was one of the first commissioners in charge of the administration of the Massachusetts State Labor Relations Law.

William Green, president of the American Federation of Labor, commenting on the commissioning of an AFL leader in the Navy, stated:

"I am confident that his services will advance and enhance the efforts of the Incentive Division to enlist full cooperation of all workers and employers who are engaged in producing war materials and equipment for the Navy. It is highly important to the success of our war effort that such cooperation be encouraged to the fullest extent."

PLUMBERS LOCAL BUYS $31,958 WAR BONDS

Washington, D. C.—H. F. Dunn, secretary of Local 529, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Waco, Texas, reported to AFL Secretary-Treasurer George Meany that the Waco local and its members purchased $31,958.75 worth of war bonds up to September 30.

AFL TO HAVE AN EXHIBIT AT WOMEN'S EXPOSITION

New York City.—The Women's International Exposition of Arts and Industries, featuring many phases of women's work in the war effort, to be held at Madison Square Garden November 19-24, will include an historical exhibit by the American Federation of Labor showing the role the AFL has played from the time of suffrage up to the attack on Wake Island where some 1200 AFL workmen laid down their tools and took up guns. What has been done since that day in relation to the war effort will be revealed.

The exposition will feature the importance of women on the industrial front, including a job information center. A safety style show for women war workers and the question of child care will also be presented.

Labor members of the committees for women on the industrial front section of the exposition include AFL President William Green, CIO President Philip Murray, Mrs. Betty Hawley Donnelly, Miss Rose Schneiderman, Miss Josephine Timms, Matthew Woll and R. J. Thomas.

Return of Prohibition Is Fought By AFL Distillery Workers Union

New York City.—A fight against the return of prohibition was launched at the first convention of the Distillery Rectifying & Wine Workers International Union.

AFL President William Green told the convention that labor "will oppose bitterly any efforts to carry us back to the fanatical days of prohibition."

Revival of the AFL's National Labor Committee Against Prohibition to meet the new campaign of the drys was urged by Vice President Matthew Woll.

"It is certainly desirable that soldiers in army camps be protected against undesirable and injurious effects arising from sale of liquor, but I am confident that the military and civil authorities will know how to correct such abuses as may exist without the necessity of having forced upon us any sumptuary legislation," Woll said.

SCHOENTHAL NAMED CHIEF OF APPRENTICE TRAINING

Washington, D. C.—Arthur L. Schoenthal, former employe member of the District of Columbia Minimum Wage Board and for the past two years field representative of the Apprentice and Training Service of the War Manpower Commission for the District and Virginia, has been appointed regional supervisor for region four, William F. Patterson, chief of the service, announced. He will direct training activities in the District of Columbia, Maryland, Virginia, West Virginia and North Carolina.

Schoenthal worked as an apprentice machinist at the Washington Navy Yard during the first World War. He later was business agent of the Stone and Marble Masons Subordinate Union No. 2, and also served as chairman of the executive board of the D. C. Building Trades Council. He was appointed to the Minimum Wage Board in 1937, and also made a member of the board of directors of the D. C. Council of Social Agencies.

Effects of Wage Regulations Clarified By NWLB

Washington, D. C.—The National War Labor Board issued a special bulletin explaining by the question and answer method how the new wage controls established under the President's Executive Order affect American workers. The board emphasized that the wage regulations do not automatically freeze all wages and salaries for the duration.

The questions and answers follow:

Q. Does the executive order freeze wages and salaries? A. No. But adjustments in wages can be made after Oct. 3, and in salaries after Oct. 27 only if approved by the WLB.

Q. Under what conditions will the WLB approve increases? A. To "correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war."

Q. Are all employers covered by these requirements? A. No. Employers who have eight or less workers may make increases without approval of the WLB.

Q. Is an employer exempt if he has a number of establishments, each of which employs eight or less persons? A. No. If the total number of persons in all of his establishments is more than eight, then he is not exempt.

Q. Can an employer grant individual wage or salary increases without WLB approval? A. Yes, but only if the increases are in accordance with the terms of a wage or salary agreement or wage or salary rate schedules. Even then, these increases cannot be granted unless they are the result of one of the following: Individual promotions or reclassifications. Individual merit increases within established rate ranges; operation of an established plan of wage or salary increases based on length of service; increased productivity under piecework or incentive plans, or operation of an apprentice or trainee system.

Q. Can an employer allow these individual increases to raise his costs and cause his prices to go up? A. No. No employer will be allowed by the Government to use these increases either to get a price increase or to resist an otherwise justifiable reduction in his price ceiling.

Q. What about piece rates? Suppose an employer set a piece rate before or after Oct. 3 which when tried out in practice, did not give the employes the normal earnings prevailing in that plant for that type of job. Can he adjust this rate so as to yield the normal and expected amount? A. Yes.

Q. The executive order of Oct. 3 states that there shall be "no increases in wage rates" unless they are approved by the WLB. Can an employer get around this by hiring a new worker at higher wages than he is paying his present employes? A. No. He cannot hire a new worker at more than the established rate in the plant for the job.

Q. What about new jobs or new plants where there are no established wage rates? A. In such a case, the employer cannot, without WLB approval, pay more than the wage rates prevailing for similar jobs in the area.

Q. What about increases in wage rates granted before Oct. 3? A. Unless the WLB later decides to review them, all wage increases put into effect on or before Oct. 3 do not need WLB approval. Such increases must have been agreed to in writing or formally communicated to the employes on or before Oct. 3. They must also have been made applicable to work done prior to Oct. 3.

Q. Let's take a specific case. A manufacturer made a written agreement with the union in his plant on Oct. 3 for an increase of four cents an hour for his employes, retroactive to Sept. 20. Does he have to have this increase approved by the WLB before putting it in his workers' pay envelopes? A. No.

Q. But suppose, in the case just put, the workers didn't actually get the check till the next pay-day, say Oct. 10? A. The increase does not have to be approved. The men started earning the money, and the increase was in effect on Oct. 3.

Q. What about increases in wage rates which were agreed to before Oct. 3, but which do not go into effect until some future date? Do they need WLB approval? A. Yes, if they are payment for work done after Oct. 3. The typical case is that of a contract made before Oct. 3 providing that at some future date the workers will be granted an automatic increase tied to the increase in the cost of living which has occurred in the meantime. Such future increases must be approved by the WLB. This is also true of arbitration awards handed down after Oct. 3, even if the agreement to arbitrate was made before that date.

Q. What about salary increases? After what date do they need WLB approval? A. Increases in salaries after Oct. 27 must be approved by the WLB unless otherwise exempted.

Q. Are the exemptions in the case of salaries the same as in the case of wages? A. Yes.

Q. Does an employer who is not engaged in war production have to submit wage and salary increases to the WLB for approval? A. Yes. There is no distinction made in the executive order between war work and non-war work.

Q. What about municipal, state, or Federal government employes? A. Wage and salary increases for all Government employes are subject to regulation under the executive order of Oct. 3 unless the amount of such salary or wages is fixed by statute.

Q. If wage or salary increases are made in the form of war bonds or stamps, do these increases need to be approved by the WLB? A. Yes. It makes no difference whether the increases are granted in cash or in war bonds or stamps or any form of remuneration whatsoever.

Q. What is the difference between wages and salaries? A. The term "salary" means all forms of compensation computed on a weekly, monthly, annual or other comparative basis, except a wage basis. The term "wages" means all forms of compensation computed on an hourly, daily, piece-work or other comparable basis.

Q. Are bonuses, gifts, loans, fees and commissions, when given as compensation for personal services, included in wages and salaries? A. Yes.

Q. Can wages or salaries be decreased? A. No decreases in wages or salaries for any particular work may be made below the highest rate paid for this work between Jan. 1 and Sept. 15, 1942, without approval by the WLB.

Q. On what basis can the WLB approve such decreases? A. Only to correct gross inequities and to aid in the effective prosecution of the war.

Q. What are the penalties for violations? A. If any wage or salary payment is made in violation of the regulations, the entire amount of the payment shall be disregarded by all agencies of the Government in determining the costs or expenses of any employer for the purpose of any law or regulation, including the Emergency Price Control Act of 1942, or any maximum price regulation thereof. The amount will also be disregarded for the purpose of calculating deductions under the revenue laws of the U.S.A., or for the purpose of determining costs or expenses of any contract made by or on behalf of the U.S.A. . . . The amount to be disregarded in the case of increases in violation of the regulations is the amount of the wage or salary paid or accrued, and not merely the amount of the increase.

Q. If an employer, for example, increased the wages of all his workers five cents an hour without approval by the WLB, would he be able to deduct any of the wages of those workers when he calculates the amount of his income tax? A. No.

Q. Are there any further penalties? A. Yes, any person or corporation who wilfully violates any of the regulations is subject to a fine of up to $1,000 or a year in jail, or both.

Cuts In Newsprint May Strike Body Blow At Labor Publications

If the War Production Board puts through a recommendation made by its newly-created Newspaper Industry Advisory Committee, labor publications are going to be struck a body blow.

After an all-day conference, the committee called on the WPB to "freeze" newsprint and to make a "horizontal" cut of at least 10 per cent in paper consumption.

E. W. Palmer, deputy chief of WPB's printing and publishing branch, declared that the suggestion would probably be adopted and that it would mean that newspapers and magazines would be allotted only a percentage of their consumption, and that to obtain an allowance a publication would have to prove it is "essential."

This would create a problem which publishers of large newspapers could meet by reducing the number of pages.

With labor papers that print only four pages (as most of them do), this solution would not be possible. If their supply of paper is cut, they will be forced to sacrifice subscribers.

On the Newspaper Advisory Committee there is not a single spokesman for the labor and farm press.

On the contrary, it is made up largely of bitter foes of unions.

Publishers of labor papers throughout the country have protested this discrimination in letters and telegrams to Donald M. Nelson, WPB chieftain.

BETHLEHEM HEAD FINDS NO MANPOWER SHORTAGE

New York City.—Labor's argument that manpower conscription is premature received support from Eugene Grace, president of Bethlehem Steel Corp.

"I do not feel," Grace said, "that we should get excited about not being able to man our industries. As far as I can see we are putting as many men out of work by shutting down civilian industries as are required for services and war work jobs."

He cited figures showing his company had been able to triple its working force since 1939 even though 18,000 men had left for the armed forces.